

This thesis offers an overview of Personal Employee Development Planning focusing on its objectives and perspectives in current practice. Attention is paid to the employees' personal development in organization, relation between work performance management and personal development planning, main trends in the preparation of plans and the tools and methods used in the creation and realization of development plans. The thesis explores the benefits of personal employee development planning for the organization, and for professional and personal life of employee. The work is focused on defining the areas of the organization's approach to personal employee development, competencies and learning. It analyzes the process of creating personal development plans. The work contains a qualitative analysis of the results of survey conducted in eighteen organizations in the Czech Republic, focused on the use of personal development plans in practice. Future prospects and recommendations are proposed based on the results of the analysis.